



Training Workshop and Health Camp for all Sanitation Workers, Wai Municipal Council

August 2021

Training workshop and Health Camp for all Sanitation Workers, Wai Municipal Council

Workshop Report

Center for Water and Sanitation

CRDF, CEPT University

10th and 11th August 2021

Wai, Maharashtra, India

About the Workshop

Center for water and Sanitation (CWAS) has been supporting Wai Municipal Council (WMC) to provide city-wide safe sanitation services to all. Under its City Wide Inclusive Sanitation (CWIS) program, much deserved attention has also been given to improve the working conditions of the sanitation workers. Some of the initial surveys of the sanitation workers conducted by CWAS had revealed that the overall usage of Personal Protective Equipments (PPEs) amongst them was very low, reasons being the discomfort caused by PPEs, behavioural issues, poor quality of the gears and incorrect use. Sanitation workers are exposed to various hazards and health risks while working. And thus, it is important that they protect themselves by using appropriate PPEs while at work. With the on-going Covid-19 pandemic, the safety of these frontline warriors has further become imperative. To improve the PPE usage, CWAS along with WMC have been undertaking different initiatives such as conducting a workshop on importance of PPEs, health camps, distribution of work appropriate PPEs and ensuring its regular replacement, monitoring PPE usage, etc. It has been observed that such initiatives have a positive impact on the overall usage of PPEs. Also, changing the behaviour of sanitation workers towards using PPEs and adopting safe work practices needs periodic interaction and encouragement.

In this regard, a training workshop along with a health camp was organized for all the sanitation workers of WMC on 10th and 11th of August 2021 in Wai. Considering the COVID-19 protocols and regulations, the workshop was conducted across 2 days with 60 participants each day. The participants of this workshop were all the sanitation workers working for WMC which also included the workers on contract, workers employed by private operators for scheduled emptying, faecal sludge treatment and maintenance of CT/PTs. The key objective of this workshop was to sensitize sanitation workers towards the occupational hazards and importance of using PPEs. It also aimed to encourage the workers to adopt a healthy lifestyle and move away from addictions. During the workshop, selection of work appropriate PPEs and its correct usage was also demonstrated to all the workers. They were given a set of PPEs which included masks, raincoats and work specific hand gloves. The training was followed by a health camp which included general medical check-up of all workers. The workshop also included group discussions with the sanitation workers and a session on gender sensitisation to make them aware of how to interact with women citizens and fellow women sanitation workers.

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1. Inaugural Session

The inaugural session was conducted by Mr. Anil Sawant, president of WMC to orient the participants about the workshop. The panel also included Mr. Pradeep Chorghe (Councillor), Mr. Bharat Khamkar (Councillor), Mr. Narayan Gosavi (Office superintendent), Mr. Abhijeet Dhane (property tax inspector), Mr. Gunvant Khopade (sanitary inspector), Mr. Yogesh Gade (assistant sanitary inspector) and CWAS team. The guest speakers for the event were Ms. Smita Singh, trainer from Kam Foundation and Dr. Priya Jagtap, practicing doctor from Wai.

Mr. Anil Sawant inaugurated the session by welcoming the guest speakers and felicitating them. In his speech, he acknowledged the valuable service that the sanitation workers provide to the city and also emphasised on the importance of their wellbeing. He urged all the workers to benefit from this workshop by improving the PPE usage and adopting a healthy lifestyle. As president of WMC, he also assured that the council will consider providing PPEs regularly to all the sanitation workers. The other councillors and officials of WMC also expressed their gratitude towards the sanitation workers and assured them the necessary support for their wellbeing.

During the inaugural session, CWAS team distributed pamphlets amongst the workers which informed them about the importance of using PPEs, selection of work appropriate PPEs, basic hygiene practices to be followed etc. These pamphlets were well appreciated by the president and the councillors.



Key Takeaways: The inaugural session by the President along with Councillors encouraged the workers to actively participate in the sessions. Also, WMC's assurance to support the workers and provide them PPEs regularly was very comforting for the sanitation workers.

2. Session 1: Occupational Hazards and PPE Usage

The first session of the workshop was conducted by Ms. Smita Singh from Kam Foundation. She conducted this session in an interactive manner to encourage the sanitation workers to speak about their issues and experiences. In the beginning, she asked the workers to introduce themselves by also informing the sanitation related activities performed by them. She then initiated a discussion around the importance of PPEs and the common practises of the workers observed while using them. She presented her study of the different health risks associated with the day-to-day working of the sanitation workers. She also explained them that if they do not use PPEs while working, there is always a risk of getting exposed to different infections such as gangrene or tetanus. She made the workers realise that while they provide a very essential and noble service to the community, they stand in the 'red' zone of the risk spectrum. And thus, their safety while working should be of utmost importance.

She mentioned that the workers sometimes avoid using PPEs due to the physical discomfort caused by them. Although, considering the risk involved, it is imperative for the workers to use the PPEs. She also shared that one of the other reasons for not using the PPEs is that they are not regularly replaced by the municipal council. Although, she emphasised that the workers need to take the charge of their own lives and make the PPEs regularly available for themselves. If the PPE usage improves, the municipal council might put efforts to regularly replace them. She also conducted a quick hands-on discussion with the sanitation workers to make them realise that sometimes their monthly expenses towards the addiction are way higher than what they would need to buy PPEs. She also explained that usage of PPEs will help them to lead a long and health life. This will also have positive impacts on their families.



Ms. Smita also informed the workers about the different PPEs available in the market, their costs and guided on how to select the work-appropriate PPEs. She did this by also demonstrating different PPEs such as helmet, safety goggles, nose face mask etc. These demonstrations helped the workers to understand the use and importance of different PPEs in a very easy way.

Key Takeaways: Ms. Smita's demonstrations of different types of PPEs and first aid in case of emergencies was found very useful by the participants. Towards the end of the session, the workers assured that they would use the given PPEs and stay healthy. The session also made the workers realise that investing in PPEs is a better proposition than later spending on health problems caused by not using them.

3. Session 2: Health, Addiction and Food Habits

The 2nd session of the workshop was conducted by Dr. Priya Jagtap, a practicing doctor from Wai. Unlike the first session which was about the importance of PPEs and associated health hazards, this session focused on finer aspects related to physical and mental health of the workers such as mandatory vaccinations, daily exercise and yoga, healthy food habits, moving away from addictions, etc.

To begin with, Dr. Priya made the participants do some basic exercises and hand movements. With this, she not only intended to energise the workers for the new session but also make them realise the change that simple exercise brings in day-to-day life. She then spoke at length about the importance of exercise and yoga. She also suggested some simple life style changes for good health, such as sitting upright can help to reduce back aches. To promote the importance of exercise, she also gave a daily 100 push ups challenge for 3 months to all. She added that this will eventually help them to improve their immunity, energy levels and help them work better.

Along with physical wellbeing, she also focused on the importance of mental health and moving away from additions. She added that regular exercise along with balanced diet will not only help them to be physically healthy but will also ensure mental wellness. During the interaction, it was found that most of the workers had some or the other addiction. Majority of them consumed Tobacco or Gutkha whereas few smoked cigarettes and consumed roasted mud. Most of them did so to overcome fatigue or odour. The doctor suggested that using masks and other PPEs could be one of the ways to reduce the human contact with the waste and prevent the odour. Alternative usage of Camphor and Eucalyptus oil was the other way suggested by her to combat the odour. She also advised the workers to consult their family doctors for overcoming addiction and improving their eating habits.



She concluded the session with some easy takeaways for all participants: never work with an empty stomach, stay hydrated, regularly exercise, practice yoga and deep breathing, and use PPEs regularly. During the health camp, the participants also got a chance to discuss their health issues with Dr. Priya on a one-on-one basis.

Key Takeaways: The session was conducted in a very interactive manner. It made the workers realize the importance of regular exercise and adopting healthy food habits. Many workers said that they would also try to move away from their addictions.

4. Quiz for the participants

After the training sessions, an interactive quiz was conducted by CWAS team for all the workers to assess their understanding and awareness of the PPEs. In this quiz, they were shown different images of the sanitation workers working on the field. These images depicted the wrong or no use of PPEs and the workers were expected to identify the mistakes. The result of the quiz was that the workers could identify and correct most of the common mistakes from the images. This quiz made the workers realize their mistakes while working on the field. It was also observed that the workers were aware of the different PPEs required for their own activity.

Apart from the quiz, the participants were also asked to volunteer and share 3 key takeaways from the workshop. Many workers mentioned using PPEs daily while at work, avoid working with an empty stomach, having a positive attitude towards life, exercising daily and moving away from addictions as their key takeaways from the workshop. The participants were given a small memento for participating in the quiz and for sharing their key takeaways.



5. Health Camp for the Workers

A health camp was conducted by Dr. Priya Jagtap and her lab assistant for around 112 sanitation workers of WMC. In this camp, general health parameters such as height, weight, BP, ENT, Blood Sugar Level (random) were checked. Based on the readings, Dr. Priya prescribed further investigations or medication to the workers. She also listened to their health concerns on one-on-one basis and counselled them appropriately.

Below are some of the key observations from the health camp shared by the doctor and her team:

- Around 5 workers had rashes on their hands due to cleaning the sewers intermittently. This could have been avoided by use of gloves.
- Few women workers (involved in road sweeping activity) were found to be suffering from sore throat which could be due to dust sensitivity and could be prevented to some extent by wearing masks.
- Some of them also complained of backache induced by sweeping. They were recommended usage of long brooms and alteration of hands to minimize impact on dominant hand—right in most cases.
- Around 78% of the workers were found to have some or the other addiction. Majority of them consumed Tobacco or Gutkha whereas few smoked cigarettes and consumed roasted mud. Most of them did so to overcome fatigue or odour.
- A certain percentile of the workers was Diabetic and Hypertensive. 2 workers suffered from Chronic Obstructive Pulmonary Disease whereas 1 had undergone Angioplasty.
- Few men and women were identified as Anaemic and low on Calcium and were suggested to collect said supplements from the Government Hospital.
- Hardly any worker had taken the Tetanus vaccine. Taking a Tetanus shot once in 6 months was reiterated to all.



After the medical checkup, the health records of the workers were filed together and kept in the sanitation department of WMC for any further reference. The doctor suggested that such health camps if regularly conducted will help to monitor the health of the sanitation workers as well as support them with the de-addiction.

During the one-on-one counselling, it was found that the usage of PPEs amongst the young workers was higher than the middle-aged workers.

Key Takeaways: The individual counselling session by Dr. Priya were found helpful by workers. Some of them assured to implement the lifestyle changes suggested to them for their overall wellbeing. Some of the workers expressed their gratitude towards the organisers for organising such an event and the health camp.

6. Distribution of PPEs

After the health checkup, a set of PPEs was distributed to all the sanitation workers by CWAS and WMC. The set of PPEs included gears such as masks, hand gloves and raincoats. Each worker was given two types of masks - a cloth mask and an anti-pollution mask. It was advised that workers should use both the masks together to ensure double layer protection. based on the type of activities, the workers were given anti-cut nitrile cotton gloves or rubber gloves. Anti-cut nitrile cotton gloves give a better grip, and thus they were given to the sanitary workers involved in road sweeping activity. Whereas, the rubber gloves were given to CT/PT cleaners, SWM workers, septic tank desludgers and FSTP workers. The gloves and masks distributed amongst the sanitation workers were selected as per the feedback and preferences of the sanitation workers. Considering the gender specific needs, different sets of raincoats were given to the men and women workers.

All the PPE kits were well packed and labelled at the time of distribution. The record of the onetime distribution was also added in the council's PPE distribution record book. Additional masks and gloves were also purchased considering the periodical replacement for next 3 months. Along with regular replacement, WMC also aims to strengthen the monitoring system to check the usage of PPEs.

Key Takeaways: The workers were provided good quality PPEs which were durable, comfortable and as recommended in the standards. Workers were very happy to receive the PPEs and thanked the organisers for all their efforts.



7. Discussions with the workers on PPE usage and gender sensitivity

During the workshop, CWAS team discussed with the participants their experience of using the PPEs and the challenges faced them. During the discussion, many workers expressed that there are some discomforts and challenges involved in using the PPEs e.g.

- Using **masks** causes irritation in the nose and breathlessness while working
- **Gloves** causes excessive sweating on hands and results in boils and skin irritations etc.
- **Gum boots** are heavy and causes pain in the legs. Whereas the leather **safety shoes** result in sweating and boils on the feet etc.

Although, it was also found that the attitudes of the workers towards using PPEs is gradually changing. In general, it has been observed that the use of masks and gloves has increased, especially after the COVID-19 pandemic. During the group discussion, the women sanitation workers shared that even if the PPEs are discomforting, they use it as they have to look after the kids and family and undertake the household chores after going home. They could neither afford falling ill nor wanted to transfer any illness to the family members. This implied that PPE usage can improve with self-realisation. Also, it was found that the work appropriate gears of good quality which also met the gender specific needs were largely accepted and used by the workers.

CWAS team also conducted a session on gender sensitivity to make the workers aware of how to interact with women citizens and fellow women sanitation workers. There are 18 women sanitation workers working in WMC. A group discussion with them was also conducted to understand if they face any specific challenges while working. The women expressed that they feel comfortable while working on the field. Also, they are treated with respect by the male co-workers and the contractors.

8. Key messages from the workshop

The workshop provided a platform to all the sanitation workers to interact with the health experts and professional trainers and understand the importance of using work appropriate PPEs from them. It also provided them an opportunity to share their health concerns and issues faced while using the PPEs. The interactive sessions delivered by the speakers motivated the workers to adopt a healthy lifestyle by exercising regularly, eating a healthy and balanced diet and moving away from addictions. Importance of regular vaccinations for the sanitation workers was also one of the key highlights from the sessions.

This workshop also provided an opportunity to the WMC officials and elected representatives to appreciate the contribution of their sanitation workers. It also motivated them further to work for the betterment of the sanitation workers by making provision for regular replacements of the PPEs and monitoring its usage. WMC with support of CWAS also decided to strengthen the PPE usage monitoring with the help of sanitation supervisors using the record books and Sanitab app.

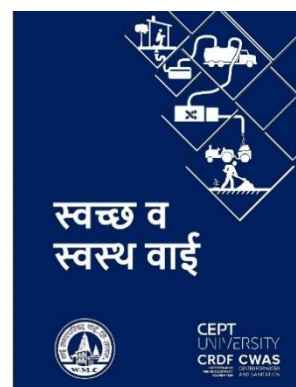
Lastly, it was also realised that changing the behaviour of the workers towards using PPEs or moving away from addictions would require regular interactions with them. It was thus suggested that periodically conducting such workshops and counselling sessions would be extremely beneficial.

9. Annex

Annex 1 – Agenda of the workshop

Workshop & Health Camp for Sanitation Workers of Wai Municipal Council

The Municipal Council of Wai in partnership with Center for Water & Sanitation, CEPT University is organizing a workshop with a health camp for all sanitation workers working for WMC. The objective of the workshop is to sensitize sanitation workers towards occupational hazards and importance of use of personal protective (PPE) gears. The workshop will also orient the workers towards healthy habit and ill effects of addiction. A demonstration of how to correctly use PPE gears will be displayed for the workers. A set of PPE gears will be distributed to all sanitation workers. The training would be supplemented by a health camp during which a medical checkup of all workers shall be conducted. The health camp will also accommodate any counselling session if required for few workers.



Venue: Lokmanya Tilak Library Hall, Wai

Dates: 10th and 11th August 2021

Time: 11 am to 3pm

Participant details of 2 days:

Day	Worker details	Total no. of workers
Day 1 (10 th August)	WMC's own worker + CT/PT cleaners+ Sumeet Facilities emptiers + FSTP workers +WMC official	60
Day 2 (11 th August)	On contract sanitation workers	60
	Total	120

Agenda for Day1 and Day2:

Time	Sessions	Presenters
11: 00 - 11:15	Welcome by President of WMC Short talk by Engineer & SI on importance of PPE	WMC
11:15 - 11:45	Session on Health, Addiction and Food Habits <ul style="list-style-type: none"> Addition source and its effect on health Ways to overcome addition Lifestyle and food habit changes, etc. 	Dr. Priya Jagtap (Practicing

		Homeopathy doctor in Wai)
11:45 – 12:15	Session on Occupational Hazards and PPE Usage <ul style="list-style-type: none"> • Importance of using PPEs in various activities (Introduction) • Types of Activities & associated diseases • Types of Injuries Possible On-Site and First Aid • Types of PPEs & Safety Gears Recommended Demonstration of correct PPE use	Ms Smita Singh (Kam Foundation)
12:15 – 13:00	Interactive games and quiz for workers + side-by-side PPE distribution and health checkup	CEPT Team and Dr. Priya Jagtap
13:00 - 13:45	Lunch	
13:45 – 15:00	PPE distribution and health checkup	CEPT Team and Dr. Priya Jagtap

10. Speaker Profiles

Session 1 - Session on Occupational Hazards and PPE Usage

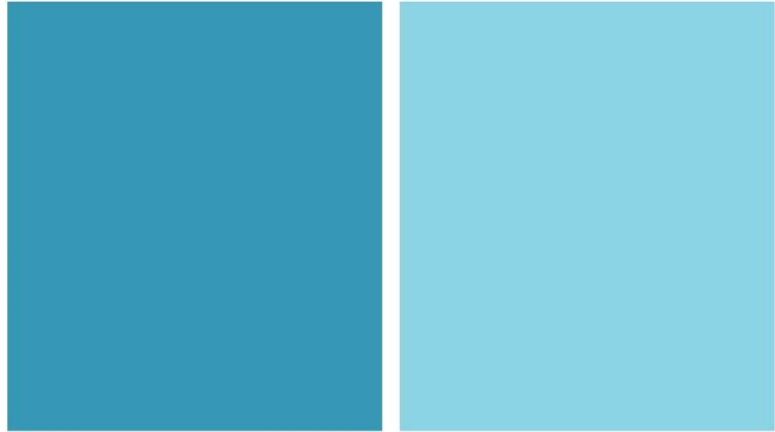
Speaker: Mrs. Smita Singh

Mrs. Smita Singh is working in Kam- Foundation, Pune which is a group of likeminded professionals to bring about a transformation in the lives of the Safai Karamcharis. She has completed her MBA (HR), trained on safety (SHE) and 5S, PhD (Human Resource). She is certified trainer by SCGJ-GOI nodal agency under the Ministry of Skill Development and has conducted more than 10,000 workshops all over India.

Session 2 – Session on Health, Addiction and Food Habits

Speaker: Dr. Priya Jagtap

Dr. Priya Jagtap is a practising Homeopathic doctor, learning and development consultant and an IMSC leadership coach. She works with various corporates, industries and educational institutions across Maharashtra conducting organisational development programs and executive coaching. Priya comes with over 15 years of experience spanning ITES, Infrastructure and Academics. She has done Masters in Business Administration, PHD in Management and Leadership course in biodiversity conservation from BNHS.



CENTER FOR WATER AND SANITATION

The Center for Water and Sanitation (CWAS) is a part of CEPT Research and Development Foundation (CRDF) at CEPT University. CWAS undertakes action-research, implementation support, capacity building and advocacy in the field of urban water and sanitation. Acting as a thought catalyst and facilitator, CWAS works closely with all levels of governments - national, state and local to support them in delivering water and sanitation services in an efficient, effective and equitable manner.